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# Telephony

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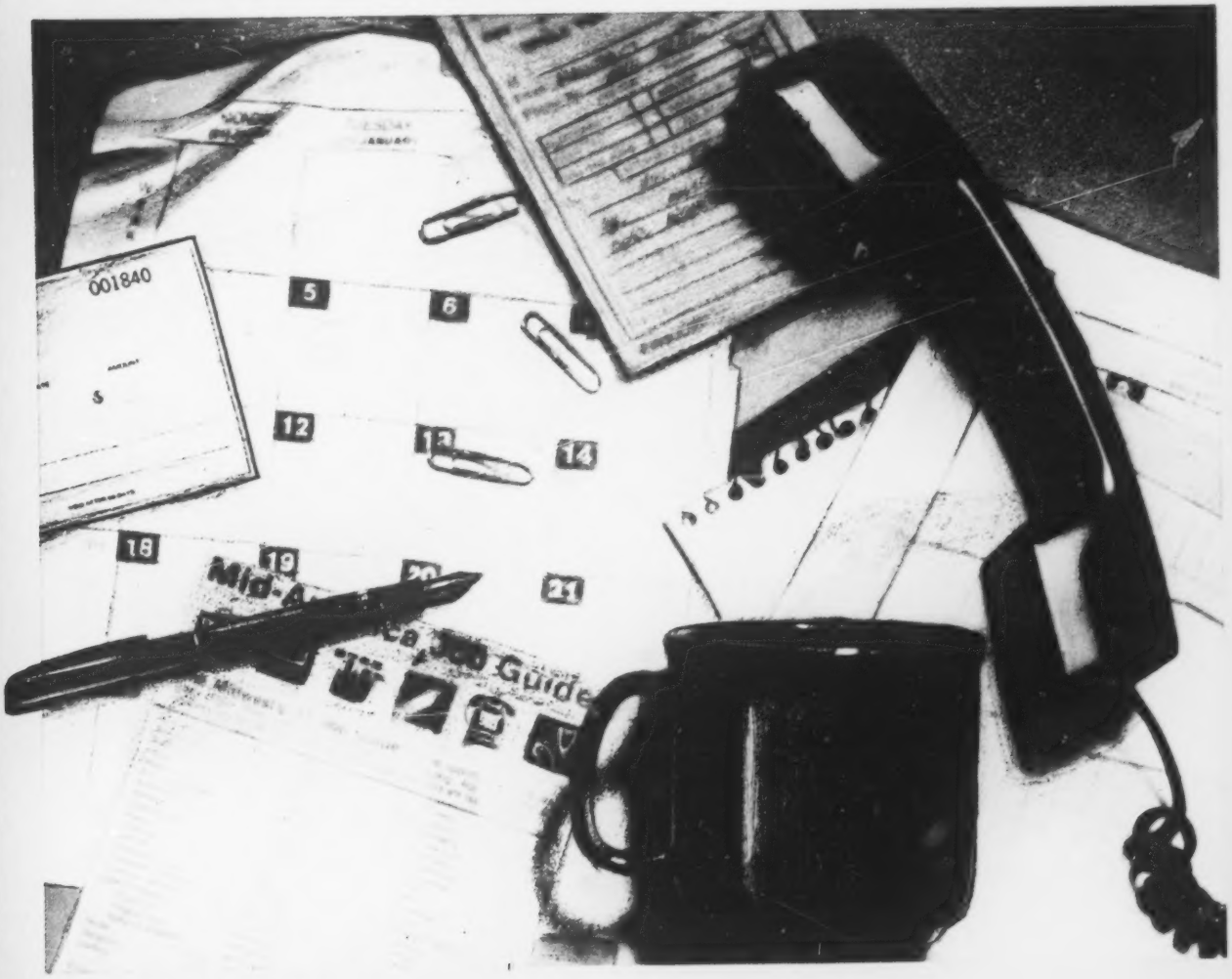


## GRAB THE CLASSIFIEDS!

Telephony's 1988 LEC salary survey reveals that there's good money to be made

## PRICE CAPS GET CHILLY RECEPTION

Lawmakers say 'wait 'til next year'

## FIBER COMES TO PERRYOPOLIS

Bell Atlantic ready to send phone and TV signals over fiber

MONDAY, JULY 18, 1988 Volume 215, No. 3

# Telephony

INTEGRATING VOICE & DATA COMMUNICATIONS

*If you don't already work in the local exchange industry, grab the classifieds! As our 1988 salary survey reveals, the LEC industry is a good place to make a living. Cover design by Michael Sonnenfeld. Art by Bruce K. Kerr*

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Guide

# Grab the classifieds!

*Telephony's LEC salary survey indicates that the pay is good across the board. But, some LEC managers can even afford champagne and caviar*

**CZATDANA INAN**
**Marketing Development and Research Director**

**LARRY LANNON**
**Editor**

If you don't already work in the local exchange industry, grab the classifieds! As our 1988 salary survey reveals, the LEC industry is a good place to make a living.

Our survey looks at management salaries in both the Independent and Bell segments of the LEC industry. It is based on a nationwide sample of 2000 assistant managers through assistant vice presidents with the sample split evenly among the BOCs and the Independents. Identical and anonymous questionnaires were mailed in mid-May. A month later 402, or 40%, of the BOC managers and 290, or 29%, of the Independent managers had responded.

The survey tracks salary as a function of age, experience, education and gender. Benefits such as vacation time, insurance and other forms of compensation have not been considered. The respondents fall into five levels of management responsibility: assistant managers; managers; district managers; division managers and assistant vice presidents; and direc-

*continued on page 44*

tors and general managers. Complete survey results are reported in detail in the three tables and six figures on pages 44, 47 and 50.

The overall similarity between the Bell and Independent segments of the industry is striking. While gender is a key factor in earnings potential—90% of our respondents are male—age is not. For instance, 53% of assistant manager respondents, the most junior classification in our survey, are under 45 years of age. Among managers, the next highest level, 51% are under 45 years of age.

Interestingly enough, the importance of gender is most clearly shown in relationship to education, a key determinant of earnings potential in a high-tech industry like telecommunications. The few women in the industry are, by and large, better educated than their male counterparts.

Nearly as striking, however, are the *differences* between the BOC and the Independent segments.

- The Independents, the survey suggests, pay better at the assistant manager level. But Bell managers tend to be better paid overall than Independent managers.
- At the district manager level, where most salaries range between $45,000 and $75,999 annually, the difference is marked. Most Bell district managers earn more than $60,000 annually, while most Independent district managers earn less.
- At the top, consisting of division managers and more senior managers, the survey suggests that the Independents are better paid. No Bell respondent reports earning more than $89,999 per year. However, 2% of Independent respondents say they earn between $90,000 and $104,999 per year.

As we said before, the LEC industry is a good place to earn a living. If you dream of becoming a millionaire, though, you had better play the lottery. ■

## Salary Survey Highlights

- 48.1% of all respondents pull down between $45,000 and $59,999 per year.
- A full 60% of Bell company respondents reported that they earn between $45,000 and $59,999 per year.
- Relatively few respondents—only 11.6%—earn more than $60,000 per year.
- A mere 1.5% of respondents earn over $75,000 per year—and most of them are employed by Independent companies.
- Nearly 90% of the respondents are male.

| TABLE 1<br>TOTAL SAMPLE | Under $45,000 | $45,000-$59,999 | $60,000-$74,999 | $75,000-$89,999 | $90,000-$104,999 | No Answer | Total Sample |
|---|---|---|---|---|---|---|---|
| **Assistant Managers (N=255)** | | | | | | | |
| Under 45 | 36% | 17% | | | | | 53% |
| Over 45 | 26% | 17% | | | | | 43% |
| No answer | 2% | 2% | | | | | 4% |
| **Managers (N=301)** | | | | | | | |
| Under 45 | 17% | 32% | 2% | | | | 51% |
| Over 45 | 12% | 29% | 5% | 1% | | | 47% |
| No answer | 1% | 1% | | | | | 2% |
| **District Managers (N=32)** | | | | | | | |
| Under 45 | | 16% | 22% | | | | 38% |
| Over 45 | 7% | 23% | 32% | | | | 62% |
| No answer | | | | | | | 0% |
| **Division Managers (N=37)** | | | | | | | |
| Under 45 | 5% | 27% | 3% | | | | 35% |
| Over 45 | | 46% | 14% | | | | 60% |
| No answer | | | 5% | | | | 5% |
| **Assistant Vice Presidents (N=67)**<br>**Directors**<br>**General Managers** | | | | | | | |
| Under 45 | 15% | 11% | 18% | 3% | | | 45% |
| Over 45 | 10% | 19% | 20% | 4% | 1% | | 54% |
| No answer | | 1% | | | | | 1% |

| TABLE 2<br>BOCs | Under $45,000 | $45,000-$59,999 | $60,000-$74,999 | $75,000-$89,999 | $90,000-$104,999 | No Answer | Total Sample |
|---|---|---|---|---|---|---|---|
| Assistant Managers (N=158) | | | | | | | |
| Under 45 | 32% | 20% | | | | | 52% |
| Over 45 | 27% | 16% | 1% | | | | 44% |
| No answer | 3% | 1% | | | | | 4% |
| Managers (N=175) | | | | | | | |
| Under 45 | 11% | 40% | 1% | 1% | | | 53% |
| Over 45 | 3% | 37% | 4% | | | | 44% |
| No answer | 1% | 2% | | | | | 3% |
| District Managers (N=24) | | | | | | | |
| Under 45 | | 13% | 25% | | | | 38% |
| Over 45 | | 25% | 33% | 4% | | | 62% |
| No answer | | | | | | | 0% |
| Division Managers (N=30) | | | | | | | |
| Under 45 | | 33% | | | | | 33% |
| Over 45 | | 57% | 10% | | | | 67% |
| No answer | | | | | | | 0% |
| Assistant Vice Presidents (N=15)<br>Directors<br>General Managers | | | | | | | |
| Under 45 | | 13% | 20% | | | | 33% |
| Over 45 | | 27% | 27% | 6% | | | 60% |
| No answer | | | 7% | | | | 7% |



# 1988 LEC Salary Survey

**FIGURE 1 SALARY DISTRIBUTION BY SECTORS (in thousands of dollars)**

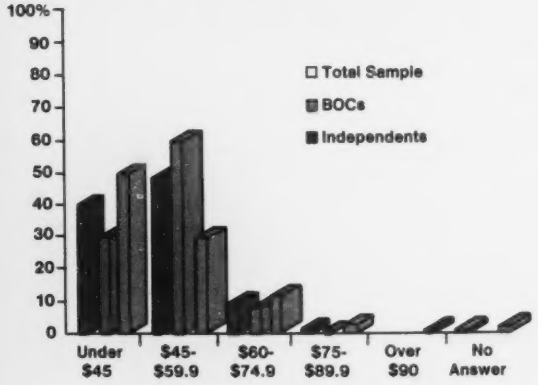



**FIGURE 2 PROFILE OF SECTORS BY TITLE**

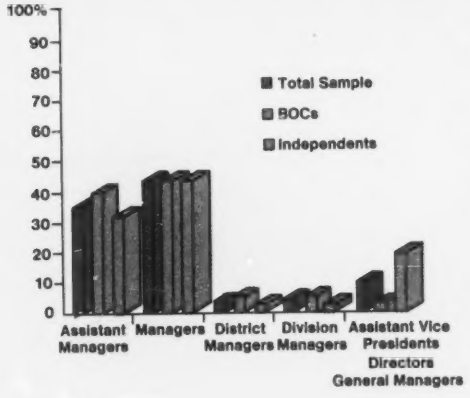
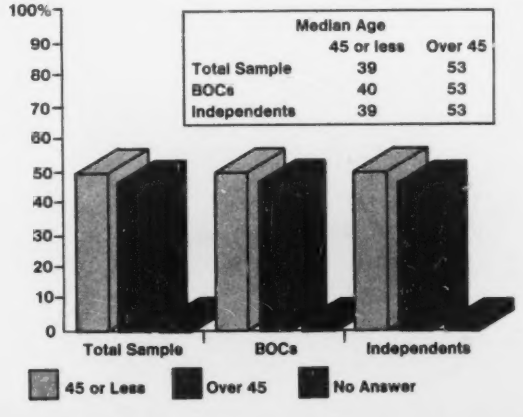



**FIGURE 3 PROFILE OF SECTORS BY AGE**



# 1988 LEC Salary Survey

FIGURE 4 TOTAL SAMPLE: GENDER & EDUCATION

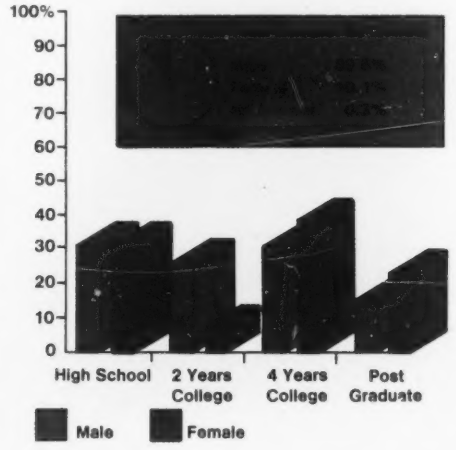



FIGURE 5 BOCs: GENDER & EDUCATION

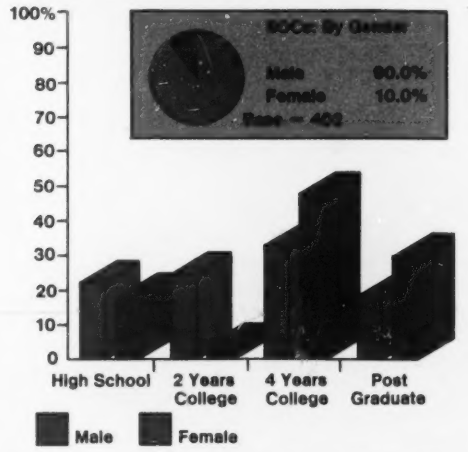
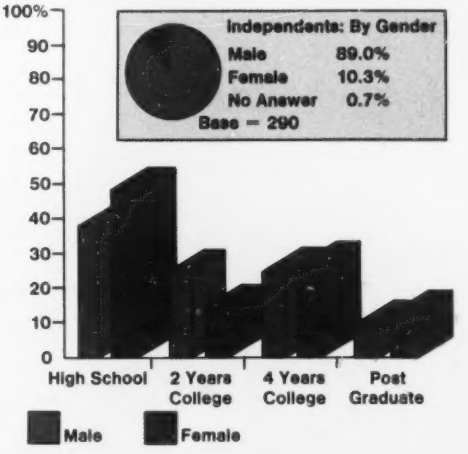



FIGURE 6 INDEPENDENTS: GENDER & EDUCATION




| TABLE 3<br>INDEPENDENTS | Under $45,000 | $45,000-$59,999 | $60,000-$74,999 | $75,000-$89,999 | $90,000-$104,999 | No Answer | Total Sample |
|---|---|---|---|---|---|---|---|
| **Assistant Managers (N=97)** | | | | | | | |
| Under 45 | 42% | 13% | | | | 1% | 56% |
| Over 45 | 26% | 15% | | | | | 41% |
| No answer | 1% | 1% | | | | 1% | 3% |
| **Managers (N=126)** | | | | | | | |
| Under 45 | 25% | 20% | 2% | | | 2% | 49% |
| Over 45 | 24% | 18% | 6% | 1% | | | 49% |
| No answer | 1% | | | 1% | | | 2% |
| **District Managers (N=8)** | | | | | | | |
| Under 45 | | 25% | 13% | | | | 38% |
| Over 45 | 25% | 13% | 24% | | | | 62% |
| No answer | | | | | | | 0% |
| **Division Managers (N=7)** | | | | | | | |
| Under 45 | 29% | | 13% | | | | 42% |
| Over 45 | | 29% | | | | | 29% |
| No answer | | | 29% | | | | 29% |
| **Assistant Vice Presidents (N=52)**<br>**Directors**<br>**General Managers** | | | | | | | |
| Under 45 | 19% | 10% | 15% | 4% | | | 48% |
| Over 45 | 13% | 16% | 17% | 4% | 2% | | 52% |
| No answer | | | | | | | 0% |